

## EMPLOYMENT EQUITY

### Background

The District is committed to providing equal employment opportunity for all individuals in every aspect of its personnel procedures and practice including recruitment, selection and promotion and access to facilities, and to establishing an educational work force (administrative, professional and support) that is reflective of both the ethnic and gender make-up of the New Westminster community.

No person in the District shall be discriminated against on the basis of race, religion, colour, age, marital status, gender, sexual orientation, place of origin, disabilities or health status.

The objectives of the District are:

- To establish and maintain an Equal Opportunity Employment environment that invites and seeks qualified and interested individuals to compete for, or to be assigned to, teaching, support staff and administrative positions.
- To provide strong administrative involvement and commitment to apply this Administrative Procedure effectively.

### Procedures

1. The Superintendent, or designate, will ensure that, if feasible, all screening and selection committees for teaching, support staff and administrative positions have balanced male/female representation and at least one member of a minority group.
2. Senior Administration and Administrative Officers will continue to encourage staff members to seek opportunities for professional growth and to motivate individuals to examine new career paths and non-traditional roles.
3. Applicable non-discriminatory laws, the *Human Rights Act*, the *Canadian Charter of Rights and Freedom*, will be strictly observed.
4. The Superintendent, or designate, will be responsible for ensuring that each job posting includes the following:

School District #40 is an equal opportunity employer. All applications are considered on the basis of their suitability for the position(s) regardless of the gender, age, sexual orientation, religion, racial origin, marital status and/or disabilities of the prospective candidate.

Reference: Sections 22, 65, 85 School Act  
*Human Rights Act*  
*Canadian Charter of Rights and Freedom*  
*Collective Agreements*

SD No. 40 (New Westminster)

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Adopted: May 30, 2017

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Modification to this document is not permitted without prior written consent from SD No. 40 (New Westminster)